HEALTH PROFESSIONS EXPOSED:
INTERVIEWING STRATEGIES FOR
HEALTH PROFESSION SCHOOLS

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HOUSEKEEPING RULES:

- Please be sure you are muted (this is so we avoid any distractions)
- Questions
- Class Assignment
OVERVIEW

- How to Prepare Before the Interview
- Making Your Best Impression
- During the Interview
- Practice Questions
- Resources to Help You Prepare
HOW DO I PREPARE?
BEFORE: THE BASICS

- **LOGISTICAL DETAILS (IN-PERSON)**
  - Location
  - Date/Time
  - Take into consideration traffic, weather, special events
  - Who are you meeting with?

- **LOGISTICAL DETAILS (VIRTUAL)**
  - Test your connection ahead of time
  - Check your background and lighting
  - Use a laptop/desktop (NO PHONES)
  - Find quiet space
  - Dress appropriately

- **INTERVIEW TYPE**
  - One on One
  - Panel
  - Group Interviews
  - Multiple Mini Interview (MMI) for Health Professions
BEFORE: MULTIPLE MINI INTERVIEWS (MMI)

- 6-10 short interviews
  - 2-Hour Period
  - Interview stations (2-minute prep period and 3-8 minute discussion)
  - Designed to assess competencies like problem solving, logical thinking, interpersonal skills, ethical judgment

- **Why**
  - Produces a more reliable assessment
  - Limits biases due to the number of interactions
  - Gives candidates multiple opportunities to showcase their skills

- **Preparation**
  - Practice expressing yourself articulately and logically in a timed environment

- **Topics**
  - Wide-ranging and individualized towards each medical school
  - Some seek out critical thinking skills
  - Some ask about current events
  - Some will decide to role-play (situational questions)
  - Some may just see where the conversation goes
BEFORE: MULTIPLE MINI INTERVIEWS (MMI)

- POSSIBLE MINI INTERVIEWS
- Scenarios involving interactions with an actor or a medical school’s standardized patient
- An essay writing station; this station may take longer than the others
- A standard interview station
- A teamwork station where candidates must work together to complete a task
- An ethical scenario involving questions about social and policy implications
- A “rest” station to help students catch their breath and relax
 BEFORE: RESEARCH

■ SCHOOLS CAN AND WILL GOOGLE YOU
  – Have you googled yourself?
  – “Every student should assume that admissions committees DO look up applicants online and sometimes come across information about people that can either hurt or help a candidate.”

■ EDIT YOUR PRIVACY SETTINGS
  – Do not share your password

■ CREATE A LINKEDIN ACCOUNT
  – Groups
    ■ American Association for MFT
    ■ American Physical Therapy Association
BEFORE: CONDUCT YOUR SELF INVENTORY
KNOW YOURSELF
STATEMENT OF PURPOSE (SOP) AND RESUME

- Your Relevant Skills/Abilities & Qualifications
- Strengths & Weaknesses
- Accomplishments & Achievements
- Your Current Employment
- Your Past Employment
- Performance
- Your Management Style
- Your Education & Training
- Character/Personal Traits
- Knowledge in field-trends, challenges, code of ethics, standards, etc.
BEFORE: PRACTICE

- Career Center: In-Person Mock Interview
  - Schedule Appointment
- InterviewStream
  - Virtual
  - Custom Interviews
Your PROFESSIONAL IMAGE is made up of:

- Impression
  - First impressions (hand shake, eye contact, smile)
- Movement
  - How you move and carry yourself/posture
- Attitude
  - The one thing you can control
- Grooming
  - Appearance, hygiene
- Etiquette
  - Be kind to everyone (admissions, administrative staff, students, etc.)
DURING: PROFESSIONAL ATTIRE

Please Note:
Due to the pandemic, Tuffy’s Career Closet is currently unavailable.
INTERVIEWING: THE BASICS

- Professional Handshake
- Good Eye Contact
- Smile, seem enthusiastic, exude confidence
- Posture
- Tone of Voice
- Arrive on TIME
- Be nice and kind to EVERYONE
- Length of Questions-2-3 minutes max
- Avoid Clichés
- Don’t be afraid to tell them your unique story
- Showcase all of your DIMENSIONS
DURING: INTERVIEWER INSIGHT

- Are you prepared for this commitment?
- Do you match your file? Are there any red flags?
- Are you doing this for the right reasons?
- Do you fit our school and what we have to offer?
- Can you work well with people?
DURING: AVOID

■ Clichés
  – I have always wanted to be a physical therapist
  – I want to be a public health educator because I want to help people

■ Words without explanations
  – Working as a social worker would be great
  – I would love to become a counselor
  – I would enjoy being an occupational therapist
  – Lecturing
  – The know the material
DURING: COMMON QUESTIONS

- **Tell me about yourself**
  - Tell your story – be memorable
  - Past, Present, Future
  - Education, experience, interest, goals

- **Why did you select our program?**
  - Align goals with what they offer

- **What other programs have you considered and why?**

- **What are your short term/long term goals?**

- **What makes you believe you will succeed in our program and in the profession?**
DURING: INTERVIEW QUESTIONS

- **If you could not become (profession) what would you be and why?**
  - Show your commitment
  - Have you thought about a plan B?

- **Why did your grades suffer?**
  - Discuss the situation honestly and what you learned from it

- **What are your strengths/weaknesses**
  - Give examples
  - Be honest and show how you are working on overcoming the weakness
DURING: INTERVIEW QUESTIONS

Do you have any questions for us?

- Ask questions that will let you know this is the right fit for you

  ■ If I were to ask the students in your first-year graduate program what they would like to change, what areas do you think they would emphasize?

  ■ How do students from this medical school perform on the National Board Examinations? How does the school assist students who do not pass?

- Do not ask questions that you can find on your own

  ■ What kind of academic, personal, financial, and career counseling is available to students?
DURING: INTERVIEW QUESTIONS

- **Approaching Difficult Questions**
  - That is a really great question, let me think about that
  - Can you repeat the question?
  - What I hear you asking is....
DURING: INTERVIEW QUESTIONS

Interviewers often ask behavior-based questions about your experiences that may indicate how you would handle tasks and problems in the future.

- Tell me about...
- Give us an example...

Answer these questions using the:

- **STAR Approach**
  - Situation
  - Task
  - Action
  - Result
DURING: INTERVIEW QUESTIONS

■ **S** - Once you’ve thought of an appropriate situation, take the time to briefly give enough background to the story. Make sure to include who was involved, the nature of the conflict, where it took place, and when.

■ **T** - Explain the task at hand. Who assigned you the task? What was your expected role? What was the expected result?

■ **A** - Describe the action you took to resolve the conflict and how you executed the solution. How did you develop the right course of action? If the action was carried out by a team, describe your role and your personal contributions. Include the steps you took and your decision making process in your answer.

■ **R** - Talk about the results of your actions, and what the ultimate outcome. Did the actual outcome mirror the expected outcome? Describe what happened and why, and how your decisions contributed to the overall result.
ENDING THE INTERVIEW
AND AFTER
ENDING THE INTERVIEW

- Always, always ask questions
- End with a **STRONG** Closing
- Add information you really want them to know about you
- Reiterate your interest, commitment, etc.
AFTER: FOLLOW UP

- Send a thank you note/email
- Evaluate your performance
  - Questions that caught you off guard
  - Pros/Cons

Thank you !!!
CAREER CENTER SERVICES

- Career/ Major Exploration
- Graduate/Professional School Preparation
  - Exploration
  - Statement of Purpose Review
  - Graduate/Professional School Mock Interview
- Resume/CV and Cover Letter
- Job/Internship Search
- Interview Stream
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QUESTIONS?

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